

APPRENTICESHIP UPDATE

WINTER 2007

Alberta



NEWS FROM THE ALBERTA APPRENTICESHIP AND INDUSTRY TRAINING BOARD

NEW WEBSITE LINK, 1-877 LINE HELPS APPRENTICES FIND TECHNICAL TRAINING SEATS

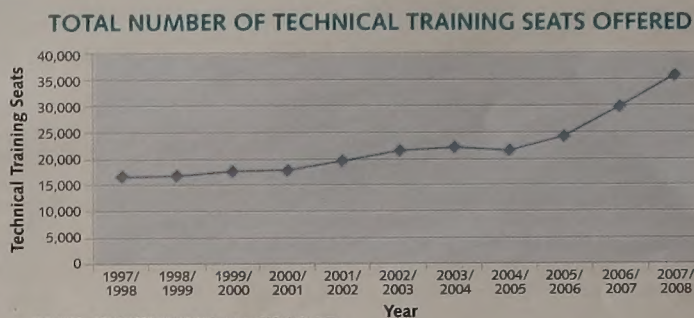
If you're an apprentice who needs help finding available technical training seats for your trade, information and support is available from a couple of sources.

First, visit www.tradesecrets.gov.ab.ca and click on the technical training registration link. Scroll down to your trade, then click on the link. Scheduled classes for each period of training at each college or technical institute are listed, along with the number of vacant seats still available for each class. When you find the class you want and confirm there are vacant seats, contact the institution or college to register for the class. Contact information is listed on the website. If a class isn't available at the institution or college of your first choice, check availability at other colleges.

If you can't find what you need on the website, don't have access to the Internet, or need additional information about technical training seats, call Apprenticeship and Industry Training's new toll-free number at 1-877-899-SEAT (7328). Please note: this toll-free number is exclusively for training seat information.

For all other inquiries, contact your nearest apprenticeship and industry training office.

The following graph shows the increase in the number of apprenticeship training spaces available in Alberta.



HIRE AN ABORIGINAL APPRENTICE

The Alberta Aboriginal Apprenticeship Project (AAAP) assists Aboriginal people of any age to become apprentices. Currently the AAAP operates out of Edmonton and Fort McMurray.

The project screens applicants through a community advisory committee to ensure that selected candidates possess the ability and desire to complete an apprenticeship program.

For more information call 1-866-408-1840.

APPRENTICES RECOGNIZED WITH \$616,000 IN SCHOLARSHIPS

The Alberta Apprenticeship and Industry Training Board is pleased that 616 Alberta apprentices and trainees have been awarded \$1,000 scholarships in 2007 through the board's family of scholarships. This includes 384 graduating high school students in the Registered Apprenticeship Program (RAP) and 232 Alberta Apprenticeship and Industry Training scholarship recipients.

The scholarships recognize apprentices and trainees for their commitment to their trade or designated occupation and encourage them to complete their training programs. Scholarships were made possible through a joint initiative between the Alberta Apprenticeship and Industry Training Board, industry and the Alberta government.



For a list of recipients and industry donors, visit www.tradesecrets.gov.ab.ca

EMPLOYERS VALUE ABORIGINAL APPRENTICES

Talking with ... Bill DeWeert and Quentin Glabus

Bill DeWeert and Quentin Glabus are strong advocates of hiring and training Aboriginal apprentices – and with Alberta's ongoing skilled worker shortage, they're not alone.

Bill is a training specialist with Alberta-Pacific Forest Industries Inc. (Al-Pac), located about 200 kilometres northeast of Edmonton. The company employs apprentices in the millwright, heavy equipment technician and welder trades and typically has at least eight Aboriginal apprentices in training. "At Al-Pac, we believe in hiring as much as possible from our local communities, in which the Aboriginal population is an integral part," said Bill.

Small employer Quentin, the executive chef at the Home Fire Grill in Edmonton, currently employs four apprentices in the cook trade – including three Aboriginal apprentices. Two were recruited through the Alberta Aboriginal Apprenticeship Project (AAAP), a program that helps qualified Aboriginal people enter and complete an apprenticeship program of their choice, and provides

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Employer Value Aboriginal Apprentices... continued

workplace support for Aboriginal apprentices and their employers. "The AAAP has been an excellent source for recruiting Aboriginal apprentices to our business," said Quentin, who has been involved with the initiative for three years.

Al-Pac advertises regularly in newspapers to recruit apprentices. However, engaging human resource centres in surrounding communities is where the company has had the most success finding apprentices to train in the company's Aboriginal apprenticeship program. Al-Pac has a high success rate with its apprenticeship program, said Bill. "Our apprentices have proven themselves to be talented and motivated team members," he added.

Quentin describes the Aboriginal apprentices he trains as positive, energetic and willing to learn – like other apprentices he has trained over the years. He believes guidance and encouragement are essential to help people succeed. "Everyone needs guidance," said Quentin. "I'm a 27-year-old executive chef and I certainly don't know everything. I learn new things every day and things are always changing in our industry. As employers, we need to encourage all apprentices to learn all they can about their trade to help them succeed."

The number of Aboriginal apprentices in Alberta has increased significantly in the past few years, as employers recognize the value of hiring and apprenticing Aboriginal people. Aboriginal apprentices are currently employed in many of Alberta's 50 designated trades, with the welder, carpenter and electrician trades being the most popular. The number of Aboriginal people who have obtained their Journeyman Certificate in recent years has also risen substantially, with a number of Aboriginal tradespeople now holding more than one trade certificate. This year, 10 Aboriginal apprentices were among 232 who received a \$1000 Apprenticeship and Industry Training scholarship in recognition of excellence in their trades.

If you're an employer who's looking for good candidates for apprenticeships in your business, consider hiring Aboriginal apprentices.

MORE RAP SCHOLARSHIPS AVAILABLE – CHECK IF YOU QUALIFY

Previously, \$1,000 RAP scholarships were only available to RAP apprentices who recently graduated from high school. While recent graduates will continue to be given priority, eligibility for RAP scholarships has been expanded to include graduates from previous years.

Applications for the next round of scholarships are currently being accepted. If you graduated in 2006 or earlier and were registered in RAP and haven't previously received a RAP scholarship, go to www.tradescrets.gov.ab.ca to see if you're eligible. Application forms are available on the website or from your local apprenticeship and industry training office.



WORLD SKILLS CALGARY 2009 SPONSORSHIP PROGRAM INTRODUCED



Organizers of WorldSkills Calgary 2009 recently announced a new sponsorship program for the event. Corporate sponsors now have the opportunity to increase brand awareness and product exposure, gain opportunities to increase their customer base, increase sales opportunities, improve public perception of the importance of careers in skilled trades and technologies, and attract potential employees.

"Hosting a competition as large as WorldSkills is a major undertaking and it would not be possible without corporate support," said Kerry Moynihan, vice-president, external. "As an event on Canadian soil and in a province that is predicted to have continued high demand for skilled workers, WorldSkills Calgary 2009 has the potential to attract strong interest from the corporate community both regionally and nationally."

There are various sponsorship levels that can work for different companies' budgets and marketing objectives. For more information about available sponsorship opportunities, contact Kerry Moynihan at (403) 210-5963 or kerry.moynihan@worldskills2009.com. You can also visit the event's website at www.worldskills2009.com

WorldSkills is the largest skills competition in the world, bringing together young people from 49 countries. Competitions are held in 40 categories, ranging from welding and plumbing to cooking and landscape gardening. WorldSkills 2009 will be held in Calgary from September 1-6, the first time the competition will be held in Alberta and the second time in Canada. *Apprenticeship Update* will continue to provide regular updates about WorldSkills 2009 – and watch for a special insert about the big event.

ALBERTA APPRENTICES EARN 14 MEDALS IN NATIONAL SKILLS COMPETITION

Congratulations to the medal winners at the Canadian Skills Competition held June 7-9, 2007 in Saskatoon, Saskatchewan. The Olympic-style competition, hosted by Skills Canada, featured 550 Canadian students competing in 42 skilled trades and technology areas. Alberta apprentices took home 14 medals from the competition.

GOLD

Lloyd Van Maanen of Picture Butte (Cabinet Making)
Garrett Pearman of Calgary (Electrical Wiring)
Matthew Hebert of Calgary (Precision Machining)

SILVER

Jessen Collingridge of Edmonton (Automotive Service)
Corinne Zoller of Stettler (Baking)
Andrew Spring of St. Albert (Cabinet Making)
Marc Holte of Vermilion (Carpentry)
Ian Spark of Lloydminster (CNC Machining)
Randi Padgett of Edmonton (Hairstyling)
Tavis Brown and Jeff Highstead of Calgary (Landscape Gardening - Team)
Calvin Rose of Edmonton (Refrigeration)
Merissa Greenlaw of Grande Prairie (Sheet Metal Work)

BRONZE

Kamren Birkbeck of Mayerthorpe (Carpentry)
Brett Robinson of Strathmore (Industrial Mechanic/Millwright)

APPRENTICES SHARE STORIES OF SUCCESS

Talking with ... Ashley Oke and Andy Rivet



Ashley Oke, 3rd period baker apprentice

Apprentices Ashley Oke and Andy Rivet are nearing the end of their apprenticeship training, and are looking forward to the road ahead. Ashley is a 3rd period baker apprentice working at the Palliser Fairmont in Calgary, and Andy is a 4th period electrician apprentice employed with Champion Pet Food Ltd. in Morinville.

Ashley, who studied archeology before pursuing the trades, couldn't be happier with her career choice. "The trades make up a very important sector of the service industry

and offer careers that are enjoyable, challenging, rewarding and well-paying," she said. "The other big advantage is that they provide an excellent way to learn about a career while actually doing it. With a trade, you sign on as an apprentice and get a real taste of the job before you ever go to school. I think this eliminates any impression of risk, and, for me, that was very important."

Small classroom sizes, part-time study, and excellent instructors are some other reasons the trades topped her list. "I find it very convenient to attend school for two months a year and I don't have to take out student loans or worry about finances so much because I'm working for the other 10 months of the year," she said.

Andy has a degree in human resources and industrial relations from the University of Lethbridge. Before starting his apprenticeship training, he worked as a project manager with Skills Canada Alberta. For him, the best part about working in the electrician trade is the variety of the work. "It's great that I'm usually doing something different each day," he said.



Andy Rivet, 4th period electrician apprentice

Ashley and Andy encourage others to consider the trades as a career choice and are happy to share their stories of success. "Through better education about the potential of a career in the trades, I believe more people could find that this is the place for them too," said Ashley.

BUSINESS OWNER SHARES SECRETS OF SUCCESS

Spotlight on ... Steven Collicutt, president and CEO of Collicutt Energy Services Ltd.

Determination, good people skills and knowing how to have fun are three qualities business owner Steven Collicutt believes have helped him to get where he is today. He is currently the president and chief executive officer of Collicutt Energy Services Ltd., an oilfield service company focusing on the service and fabrication of natural gas compression, power generation systems, and oilfield production equipment. With its headquarters in Red Deer, the company operates from 15 branch locations throughout Western Canada and the Western United States.

"Work hard but have fun -- that's the motto I live and work by," said Steven. "For me, owning a business is 95 per cent perspiration and five per cent inspiration -- but the hard work is worth it."

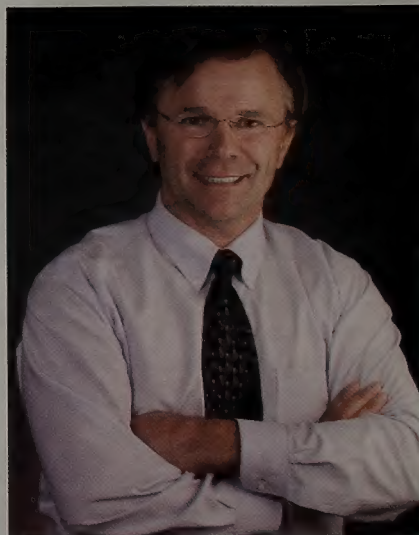
Originally from Prince Edward Island, Steven moved to Calgary in the late 70s. He holds trades certificates in the heavy equipment technician and millwright trades, and got his start as an entrepreneur after working in Calgary. He saw a need for an energy service business in the Red Deer area, but the company he was working with at the time wasn't interested in opening a location there. So with the help of his wife Lorna and brother Scott, Steven opened Collicutt Energy Services in 1986. Today, the company employs 600 staff, many of whom are apprentices in the heavy equipment technician, millwright, parts technician and other related trades.

When Steven started the company, he hired a number of apprentices so he could train them to meet the needs of his company and his clients. The

result is a company that prides itself on the success it has had from listening to customers. "We listen to what they want, to see how we can do things better overall," Steven said.

For Steven, the best thing about owning a business is the team he works with. "It's very rewarding to see people grow and develop their skills," he said.

To succeed as a business owner, Steven encourages others to know their market, have a clear vision, and to review goals regularly to see what changes need to be made. Perhaps most importantly, though, is to have superior people skills. "Retaining employees is essential to business success, especially with today's hot economy," said Steven. "As a business owner, you need to find ways to ensure your employees remain motivated and challenged. They, in return, can provide your customers with superior service, and the result is a relationship where everyone wins."



EMPLOYERS RECOGNIZE BENEFITS OF RAP PROGRAM

Cody Sanders plans to be a shop foreman with multiple trade certificates by the time he's 30 – and thanks to his early start in the trades through the Registered Apprenticeship Program (RAP), he's well on his way to getting there.

Cody, now 21, earned his certification as an automotive service technician in June 2007 and is currently pursuing his heavy equipment technician certificate while apprenticing with Finning in Edmonton. "I think it's important to encourage young people to consider the trades as a first-choice career because there's such a high demand for skilled tradespeople." People in the trades can also continue to expand their education and obtain more than one Journeyman Certificate to make themselves more employable," he said.

Mike Allen, technical director with Greatwest Kenworth in Calgary, has helped many young people like Cody get their start in the trades. His company employs journeypeople and apprentices in the heavy equipment technician, auto body technician and parts technician trades, and currently has four RAP apprentices on staff.

"The RAP program allows employers to access an untapped labour pool, and gives us the chance to encourage young people to enter the trades. We need to catch their interest as soon as we can, and how better than while they're still in school trying to determine what exactly they want to do for their working lives," said Mike. "Another benefit is that these students come to us with no preconceived ideas of how things are done, so they don't need to unlearn practices that won't work in our company."

Ray Greenland, a supervisor responsible for apprenticeship training for Alberta Glass Company in Calgary, agrees. "With the current shortage of skilled labour in Alberta, it's important to explore all avenues to entice new workers into the trades," he said. "RAP students come to us eager to learn a new trade and willing to expand the skills they've learned in high school. It's a worthwhile program, and we'd like to see the trades promoted more through the school board systems to help make young people more aware of the opportunities that are available."

Tammy Hebert of Bonnyville is a former RAP apprentice in the hairstylist trade who now employs RAP apprentices. She completed her apprenticeship training



Cody Sanders, former RAP apprentice

one year after graduating from high school. Then, at the age of 18, Tammy purchased the salon where she had received her training. Today she employs four staff, including a RAP apprentice. "With the RAP program, everyone wins. It gives students hands-on experience working in a trade while they finish high school, and the one-on-one training benefits employers too because it means they're getting a more confident, skilled apprentice," she said.

Cody also encourages young people to learn more about the RAP program. "My advice is to give it a try. The RAP program exposes students to a trade of their choice and they can get a taste of it while they're still in high school. If it isn't what they want to do, they'll still have time to change their career or trade path. So there's nothing to lose," he said.

Employers interested in finding out more about the Registered Apprenticeship Program can visit www.tradesecrets.gov.ab.ca or contact a RAP coordinator or guidance counselor at high schools in their communities.

WOMEN BUILDING FUTURES INCREASES OPPORTUNITIES FOR WOMEN IN THE TRADES

Danielle Ferguson's love of being challenged is what brought her to a career in the trades. She recently graduated from Women Building Futures (WBF), a highly competitive program designed to help women build careers in the heavy trades, and is currently a 1st period boilermaker apprentice at the Shell Chemicals Canada Ltd. Scotsford Styrene Plant.

"I enjoy the physical aspect of the job," said Danielle. "I love work that provides a mental challenge and allows me to work with my hands."

With a new WBF training centre scheduled to open in early 2008 in Edmonton, more women will soon be able to receive training to get their start in the trades. "Women Building Futures is all about providing Alberta's construction industry with quality apprentices and helping women break out of low-paying jobs to secure a better future for themselves and their children," said JudyLynn Archer, chief executive officer and former trucker. "Expansion of the training facility means we can offer more training options to help more women get to work, which will provide more quality workers for Alberta's construction industry."

The facility will include a 45,000 square-foot training center, complete with six hands-on skill training shops, classrooms and three floors of affordable housing for students. "There will be 42 housing units and 18

of them will be family units, so not only will we be able to accommodate women from beyond Edmonton, we will be able to house their children too," added JudyLynn.

WBF provides safety certification, hands-on skills training, academic and workplace culture training. The organization receives hundreds of applications for positions annually. The program is so competitive that the guidelines are stringent. "The demanding structure prepares women for an even more demanding career," said JudyLynn.

Danielle, who worked for a rental company before entering the WBF program, is excited about her career choice. "I feel really good about the future of my career," she said.

For more information, visit www.womenbuildingfutures.com or call (780) 452-1200 or 1-866-452-1201 (toll free).

WBF
WOMEN BUILDING FUTURES
SHE WORKS

APPRENTICESHIP UPDATE

Alberta



SPECIAL EDITION

THE 5TH BIENNIAL INDUSTRY NETWORK WORKSHOP



MESSAGE FROM THE BOARD CHAIR

The focus of this special edition of *Apprenticeship Update* is the 5th province-wide Industry Network Workshop. Held in Edmonton on October 21 and 22, the biennial workshop was an excellent way to bring members together to share ideas and develop strategies for the future, to help ensure our system remains strong. This special edition provides information about

the event and includes interviews with speakers, participants and award recipients.

Nearly 300 participants attended the workshop, including presiding officers and members of local and provincial apprenticeship committees, occupational committees, representatives from the education sector and training institutions, members of the Alberta Apprenticeship and Industry

Training Board, and staff from Apprenticeship and Industry Training offices around the province.

Alberta's apprenticeship and industry training system is among the best in the world, and much of that success comes from the knowledge, expertise and commitment of the members of our industry network. That's why the theme of this year's workshop – *Take Me To Your Leader* – was so fitting. As members of the network, we are all leaders dedicated to improving our system.

Thank you organizers, presenters and participants for your valuable input. The workshop was an enjoyable and productive event.

Brian Bickley
Chair, Alberta Apprenticeship and Industry Training Board

TALKING WITH INDUSTRY

... before the workshop

Don Fergin, an employer representative on the Motorcycle Mechanic Provincial Apprenticeship Committee (PAC), has attended four of the five industry network workshops. He appreciates the opportunity to share ideas with new and long-term members in all trades. "We're all experiencing the same pressures on the system so it will be helpful to see how others are handling labour shortages and other challenges," he said. As an employer, Don was also looking forward to the keynote address by Eric Newell about nurturing future leaders.



Jo-Anne Teed, Universal Flooring Systems Ltd.



Lyle Schnepf, Lonkar Services

New participants Lyle Schnepf, acting presiding officer for the Crane and Hoisting Equipment Operator Local Apprenticeship Committee (LAC) in Red Deer, and Bill Osborne, member of the Electrician LAC in Fort McMurray, were interested in learning more about the network in general. Lyle's committee is new and will be having its first meeting in the coming months. "The session on *Best Practices for Effective Committee Meetings* is one I am looking forward to," said Lyle.

For Bill, who works as an apprenticeship training coordinator at Syncrude Canada Ltd., the session on *Retaining Valued Employees in Challenging Times* was of interest.

For Jo-Anne Teed, presiding officer for the Floorcovering Installer PAC, the group sessions on the agenda are what stood out most. The two that caught her eye were the sessions about *Effective Leadership Strategies* and *Retaining Valued Employees During Challenging Times*. "There have been some lively and informative sessions at past workshops and I am looking forward to more of the same," she said.

... and after the workshop

Don found the workshop very informative. "The agenda was well organized and allowed plenty of time for networking, which was great," he said. Don also enjoyed the address by Eric Newell and the presentation on WorldSkills Calgary 2009. "I had no idea it was going to be such a huge event. It's very exciting," said Don. The motorcycle mechanic trade is currently not part of the skills competitions because it is a relatively small trade. Don would like to see motorcycle mechanic as a demonstration trade at WorldSkills 2009 as a step to one day being part of the competition.

Lyle was pleased with the words of encouragement from Advanced Education and Technology Assistant Deputy Minister Shirley Dul. "I enjoyed seeing how funding and different programs can be used throughout the apprenticeship program," he said. Lyle also found the session on *Best Practices for Effective Committee Meetings* to be very informative. "There were many tips I will use in my new role with our LAC," he said.

Bill was encouraged by the support for the continued success and growth of apprenticeship training in Alberta. "Industry is obviously very passionate about ensuring a future skilled workforce in Alberta," he said. He also appreciated the session on *Retaining Valued Employees During Challenging Times*. "It was interesting to hear the perspective from a major player in Alberta's construction industry – Flint Energy Services. Presenter Sean Fitzgerald really confirmed

the notion that more money is not the key to retaining quality employees in our current boom," he said.

Jo-Anne thought the format of the cracker barrel sessions was a great idea. She also enjoyed the group sessions on *Effective Leadership Strategies* and *Retaining Valued Employees During Challenging Times*. "I came away with a better understanding of the key elements of employee retention and renewed awareness of my strengths and weaknesses as a leader with a commitment to improve my performance in this area," she said.

CREATING THE LEADERS OF TOMORROW

In his keynote address on Sunday, October 21, guest speaker Eric Newell, former CEO of Syncrude Canada Ltd. and current Chancellor of the University of Alberta, talked about leadership in education and the trades. His presentation focused on three fundamental principles of leadership: how to create a shared vision for the future, how to motivate people to realize that vision and create opportunities for everyone to learn and work to their full potential, and how to focus on sustained performance by nurturing future leaders.



Eric Newell, former CEO of Syncrude Canada Ltd., and current Chancellor of the University of Alberta

"First, we need to dream big and dream together," said Eric, who used Syncrude as an example for the discussion. He talked about the importance of building alliances between stakeholders and how communication is essential to developing a shared vision for the future. "In the end, to be successful, all stakeholders must contribute and also benefit from the vision," he said.

To achieve the shared vision, Eric continued, the next step is to invest in people. He talked about how investing in people through training and literacy programs can help create a workforce that is determined and motivated to succeed. "We need to ask ourselves what core skills and abilities will contribute most to our success and the success of our communities," he said, "and then work to ensure our employees have these skills. This means investing in the talent within our organizations, the talent all around us in the community, and the talent in the next generation."

Eric concluded his presentation by discussing how the investments made in the next generation will help nurture Alberta's future leaders. One way to do this is to invest in schools. "Our greatest assets are the creative minds in our universities and technical schools. We need to invest in these assets over the long term. Short-term measures will fail to attract, develop and retain highly skilled human resources that will be the key to our future success," he said. "Our society – in all its diversity – is rich in resources. By working together, let's make sure we create a society equally rich in opportunity for our young people."

CRACKER BARREL SESSIONS PROVIDE QUICK INFORMATION IN NEW FORMAT

In the morning, workshop participants participated in a new feature for the workshop – cracker barrel sessions. The format included a 10-minute presentation by an industry expert, followed by five minutes for questions. Participants had the opportunity to attend four of the 10 sessions offered.

In the session about financial assistance, participants learned about the Employment Insurance benefits available for apprentices, as well as the federal Apprenticeship Incentive Grant, which provides apprentices with a taxable cash grant of \$1,000 per period (up to \$2,000 per person) once they have completed the first or second period requirements of an apprenticeship program in one of the red seal trades. Another session included information about the Alberta Apprenticeship and Industry Training Board's family of scholarships.

A *Women Building Futures* session discussed what the organization is doing to help recruit more women to the construction trades. Participants also learned about the new training facility, scheduled to open in early 2008.

In a session about the Tradesecrets Website, participants were shown how to navigate through and access new features on the Apprenticeship and Industry Training site. Skills Canada Alberta also provided a session about skills competitions and shared information about how apprentices and employers can get involved in the events.

WORLDSKILLS 2009 EXCITEMENT CONTINUES TO GROW

The Industry Network Workshop would not have been complete without an update on WorldSkills Calgary 2009. Guy Mallabone, chair for the event, was on hand to unveil some of the latest exciting statistics starting with a recent Economic Impact Study showing WorldSkills Calgary 2009 could bring \$82.5 million in economic benefits to Calgary.

Other impressive numbers for the event include the 800,000 square feet of competition space that will be needed, along with the four million tonnes of equipment, the 3,000 volunteers and the 5,000 international experts, delegates and judges. The competition is expected to be larger than the 1988 Calgary Winter Olympics, bringing an estimated 150,000 student and public spectators. In addition, Guy talked about how Albertans will benefit from the \$20-million equipment legacy. The equipment that is brought over will stay in Alberta and will be used to train our future skilled tradespeople.

"It's a big event that has a big job – to change some of the perceptions about the skilled trades," said Guy. "Our goal is to increase the pride that young people feel about careers in the trades and to improve the image of the trades overall. We're excited about WorldSkills 2009 and all it will bring to our province and to Canada, and we want young people to get excited too."

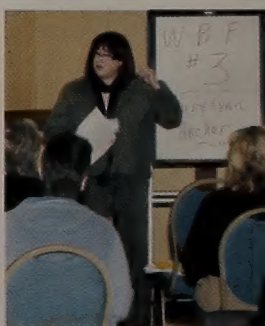
Guy then introduced Chad McConnell, a certified automotive service technician now in the 4th period of his heavy equipment technician apprenticeship with Finning Canada, to talk about what being a WorldSkills competitor has meant to him. "Competing in the WorldSkills competition in Seoul, Korea in 2001 was such an amazing experience," said Chad. "Talk about giving someone's career a boost! It gave me the confidence, leadership skills, and motivation to succeed."

Guy also used the opportunity to encourage members of the industry network to get involved in the event. "It's about leadership. Become a volunteer. Become an ambassador of the trades. It's not just about gold medals," he said.

WorldSkills Calgary 2009 will take place September 1-6. The event will bring 850 competitors from 49 countries together to compete in 40 skill categories. For more information about the event and how you can compete or volunteer, visit www.worldskills2009.com



Guy Mallabone addresses the Industry Network



JudyLynn Archer talks about Women Building Futures



Doug Nelson talks about the Youth Apprenticeship Program

Other sessions focused on apprentice recruitment initiatives such as the Registered Apprenticeship Program, the Youth Apprenticeship Program, Helping Students Find their Place in the Trades, Youth in Transition to Apprenticeship, and the Alberta Aboriginal Apprenticeship Project.

"I enjoyed the format of the cracker barrel sessions very much," said one participant. "The information was clear and concise, and it was helpful to be able to ask questions at the end."

GROUP SESSIONS PROVIDE VALUABLE INFORMATION FOR ALL

In the afternoon, participants had the opportunity to attend two of five group sessions to learn more about important areas of the industry network. Board members, industry professionals, guest speakers and staff of the Apprenticeship and Industry Training division of Alberta Advanced Education and Technology, presented the sessions.

In *Retaining Valued Employees in Challenging Times*, participants heard strategies for retaining skilled tradespeople who are in high demand in today's labour market. Presented by Sean Fitzgerald, human resources manager with Flint Energy Services, the session showed how increasing salaries is not always the most important way to keep employees happy. "I learned a lot at this session," said one participant. "Sean Fitzgerald's five 'hooks' really focus on making the employees feel like they are a valuable part of a team, and on encouraging growth and development of those employees."

When leaders perform, their people perform – that was the key message of *Effective Leadership Strategies*. Presented by Linda Maul, founder of Creative People Power Inc., the session focused on how successful leaders inspire potential in others, bring meaning to their work, and are valuable to their companies. She examined the characteristics and behaviors that a strong leader demonstrates by discussing four roles of leadership – visionary, cheerleader, manager and coach.

In *Best Practices for Effective Committee Meetings*, Board Member Ray Jeffery provided tips on preparing, organizing and chairing meetings for members of the industry network. Workshop participants also learned how to accomplish the meeting agenda through consensus, conflict resolution and the art of compromise.

Participants feeling the stress of busy lives welcomed Dr. Don Melnychuk's informative session *Strategies for Managing Work and Personal Stress*. Dr. Melnychuk helped industry members understand the physiology and psychology of stress, and how applying time management techniques, balancing personal and professional life, building a stronger support network, and developing a plan of

action for coping with work, personal and committee stress can help.

In one of the most interactive sessions of the workshop, *Current Challenges of the Apprenticeship and Industry Training Board*, participants were divided into groups with a board member as a group leader. Each group was asked to identify challenges facing the apprenticeship

system today and strategies for action. Topics discussed included dealing with labour shortage pressures, increasing the number of training spaces in the province, developing apprentice retention initiatives, recognizing credentials, and improving the image of the trades. Feedback from this session will be reviewed by the board and used to set the direction and priorities for the board and the network in the future. "I found the chance to brainstorm with industry members about some of the challenges we are all facing to be very valuable," said one participant. "It shows how our system is a grassroots system where input comes from the members of the network to help identify changes that should be made."



Linda Maul, *Effective Leadership Strategies*



Al Petersen, *Current Challenges of the Alberta Apprenticeship and Industry Training Board*

CHAIRMAN'S AWARD OF EXCELLENCE PRESENTED AT WORKSHOP



Jim Hole, Art Dack, Brian Bickley, Fraser MacDonald, and Don Lezerc

Congratulations to Art Dack (recreation vehicle service technician trade), Jim Hole (landscape gardener trade), Don Lezerc (boilermaker trade and past board member) and Fraser MacDonald (cook trade) — the latest recipients of the Chairman's Award of Excellence. These prestigious awards were presented by Board Chair Brian Bickley during the Industry Network Workshop.

Art has been instrumental in shaping the recreation vehicle service technician trade for more than 10 years. He has served on both the local and provincial apprenticeship committees for his trade and has been presiding officer for both committees. After receiving his award, Art thanked members of the industry network for helping to make the apprenticeship system in Alberta so strong. "A lot of the achievements in advancing the recreation vehicle service technician trade have been a direct result of the people within our industry network, including staff of Apprenticeship and Industry Training," he said.

Jim has been a very strong supporter of the landscape gardener trade for many years and has been a member of the PAC since 1998. In 1999, he was appointed presiding officer, a role he held for two terms. "It's a pleasure to serve on the committee and to be able to promote the landscape gardener trade," Jim told the workshop participants. "As Alberta grows, we continue to build new houses, so we also need green spaces and landscape architects."

Don has been described by others as an outstanding member of the industry network. He served several terms as presiding officer for both the local and provincial committees for the boilermaker trade, and joined the Alberta Apprenticeship and Industry Training Board as an employee representative in January 1998, where he served the maximum term of six years. "I was surprised to hear I would be receiving this award," said Don. "Like a lot of people in this industry, I just did my job – but it's a great honor to be recognized for my work over the years."

Fraser has been an integral part of the industry network as a member of the PAC for the cook trade since 1992 and for many years prior. He has served as presiding officer for both the local and provincial apprenticeship committees. He used his opportunity to say a few words about the pride he feels to be part of Alberta's

apprenticeship system. "I feel that we, as Alberta tradespeople, are number one in the country," he said.

Awarded every two years, the Chairman's Award of Excellence recognizes individuals who have demonstrated extraordinary commitment to their trade and to the principles of apprenticeship through their service in the Industry Network. "Art, Jim, Don and Fraser are industry leaders who have proven themselves to be valuable members of the apprenticeship system, and we thank them for their contributions," said Brian Bickley.

ASSISTANT DEPUTY MINISTER SPEAKS TO PARTICIPANTS

The growing number of registered apprentices in Alberta, the success of programs to recruit youth, women and Aboriginal people to the trades, and highlights of Alberta's ongoing apprenticeship initiatives were some of the topics discussed by the Assistant Deputy Minister, Advanced Education and Technology, Apprenticeship and Industry Training Shirley Dul in her "State of the System" address.

Workshop participants heard how the number of registered apprentices in Alberta has grown to 67,000 – compared to about 40,000 in 2004 and less than 25,000 in 1996. Also on the rise, is the number of women choosing to enter non-traditional trades. The number of women registered apprentices in the construction trades grew to 848 in 2006, up from 301 just three years earlier.

Shirley also talked about the success of initiatives to help encourage employers to train apprentices, such as the Registered Apprenticeship Program, the Youth Apprenticeship Program, Youth in Transition to Apprenticeship, the Construction Association of Alberta's Opportunities for Women in Construction initiative and the Alberta Aboriginal Apprenticeship Project.

To conclude her address, Shirley highlighted results from recent employer and graduate satisfaction surveys showing 87 per cent of employers were satisfied with Alberta's apprenticeship and trade certification system. From the graduates' perspective, 96 per cent said they were satisfied with their experience in an apprenticeship program.

"These numbers are very encouraging and prove the system is working," said Shirley. "As leaders in the industry network, let's continue working together to address the challenges this kind of growth brings to ensure the system remains among the best in the world."

WHAT ARE LOCAL AND PROVINCIAL APPRENTICESHIP COMMITTEES?

Local Apprenticeship Committees are major contributors to Alberta's apprenticeship and industry training system. They work at the regional level, playing an important role in the ongoing development and enhancement of trades. Primary roles for local committees are to keep up-to-date on local activity in their trades, and to make recommendations to their provincial committees on matters relating to apprenticeship training and certification.

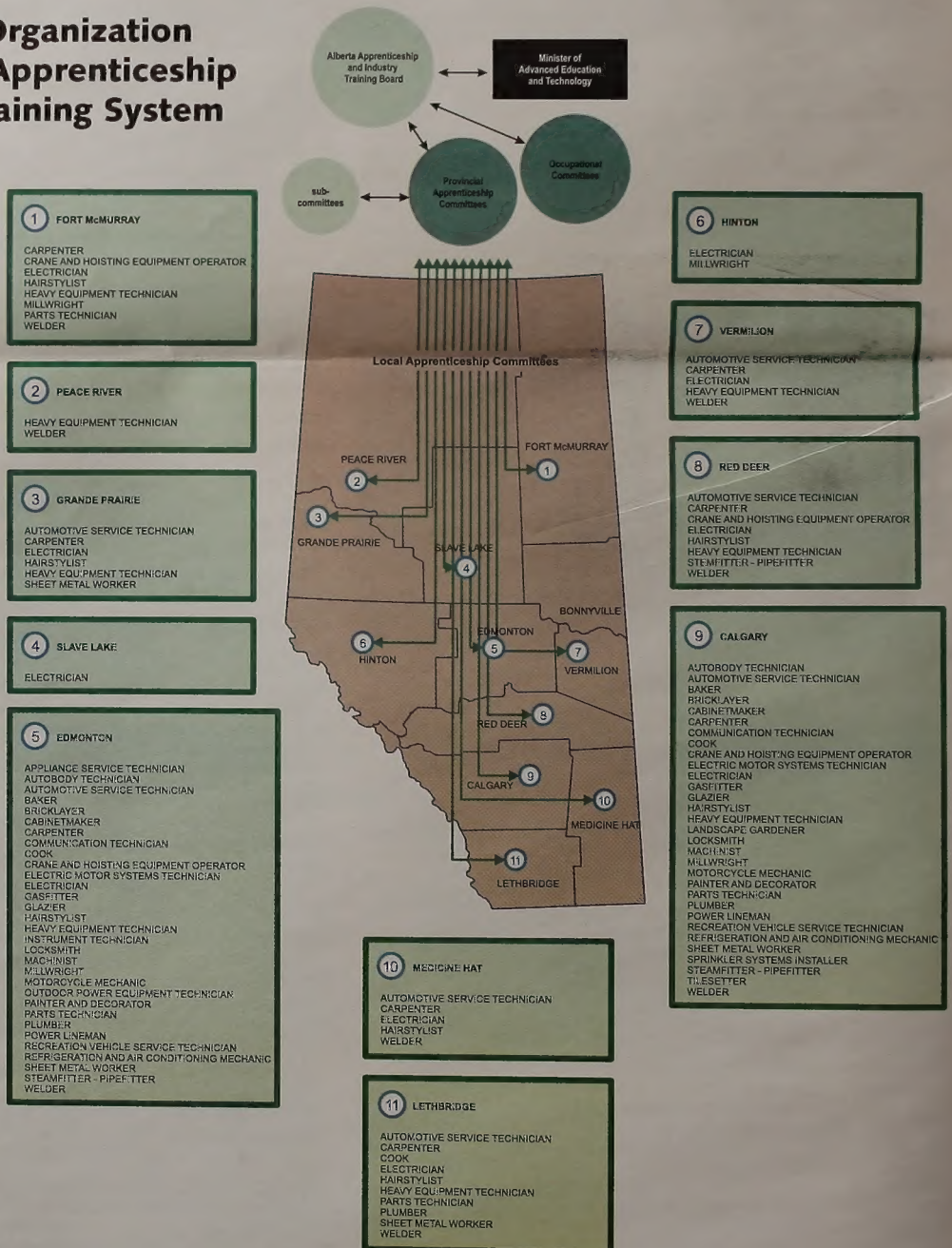
Provincial apprenticeship committees have a wide range of responsibilities for their trades. These include developing standards related to apprenticeship training and certification, developing course outlines and exams, and promoting apprenticeship. Provincial committees also offer advice to the Alberta Apprenticeship and Industry Training Board on issues affecting their trade and provide recommendations to the board on initiatives to enhance their trade.

Each local and provincial committee has an equal number of employer and employee representatives who are appointed by the Alberta Apprenticeship and Industry Training Board.

DID YOU KNOW?

Alberta's apprenticeship and industry training system relies on a network of more than 160 designated trade and occupational committees, made up of approximately 750 industry representatives. These committees contain equal numbers of employers and employees. To find out more about these committees or how you can become a member, contact the nearest apprenticeship and industry training office.

Structure and Organization of the Alberta Apprenticeship and Industry Training System



WOMEN "FLOORED" BY CAREER CHOICE



Marlo Cottrell and Michelle Kelk are 2nd period floorcovering installer apprentices who are excited about their future in the trade and hope to see more women follow in their footsteps.

"Being an apprentice floorcovering installer is the first job I actually look forward to going to," said Marlo, who lives in Camrose and is employed with Unique Stone & Tiles in Edmonton. "It's been great because I am doing something I truly love, and as a parent, I am able to support my daughter."



Michele Kelk, 2nd period floorcovering installer apprentice

Michelle is currently employed with Carpet Color Centre in Red Deer where she works on residential and commercial jobs. For her, the best thing about working in the trade is seeing the finished product. "When you build or renovate a house, once the floor goes in, things really start to come together," she said.

Since the apprenticeship program for this trade was created nearly 40 years ago, only a handful of women have become registered apprentices – a number Jo-Anne Teed, presiding officer for the floorcovering provincial apprenticeship committee (PAC) and many others in the trade would like to see increase substantially. "The floorcovering PAC is focusing on increasing apprenticeship registrations across the board – with no particular emphasis on gender. But with new additions to the apprenticeship system like Marlo and Michelle, it shows that more women are recognizing the opportunities our trade has to offer," she said.

For some women, working in a trade may be too physical, but that isn't a problem for Marlo and Michelle. "It's hard work but very rewarding too," said Michelle. "And it means that you don't have to go to the gym after work," added Marlo.

Because technical training for the floorcovering installer trade is offered at NAIT in Edmonton, Marlo and Michelle arrange accommodation away from home for seven weeks each year. It has meant some adjustments for them, but both said it is worth it. "I used to worry about paying the rent and providing food for myself and my daughter," said Marlo. "Now I work hard and have gained a great sense of pride for all my accomplishments in the trade, which has had a great impact on every aspect of my life."

APPRENTICESHIP IN THE APPLIANCE SERVICE TECHNICIAN TRADE

The appliance service technician trade is a compulsory certification trade in Alberta. This means only certified journeypeople and registered apprentices are able to work in the trade. Appliance service technicians install, service and repair appliances such as ranges, ovens, washers, dryers, refrigerators, air conditioners, microwaves, dishwashers, waste disposers and compactors.

In April 2007, a commercial branch of the trade was created. The new branch focuses on the installation, service and repair of commercial appliances, excluding refrigerators and air conditioners.

John Holstein is a 2nd period appliance service technician apprentice currently employed with Sherwood Appliance in Sherwood Park. Before starting his apprenticeship, John worked for more than 20 years as a sergeant in the military. For John, the best thing about working in the appliance service technician trade is helping customers. "I like having the satisfaction of completing a job within a short time frame and seeing how it makes life easier for customers," he said.

With a typical household using six major appliances, there's likely no shortage of work for appliance service technicians. That's one reason John hopes to see more young people choose the trade. "Major appliances need servicing or repair from time to time, regardless of whether the economy is hot or cold," he says. "That's one of the main reasons why people in our trade are more likely to stay working during an economic downturn." And John also suggests that the wages for his trade are fairly competitive. "Appliance service technicians are very consistent on the pay scale, and our wages are comparable to a lot of other trades."

Appliance service technicians may work for appliance dealers, independent appliance service companies, department stores, appliance manufacturers' service departments, gas and electric utility companies, and owners of rented commercial appliances. With experience and knowledge of how to run a small business, appliance service technicians may choose to start their own companies.

Howard Maloney, presiding officer for the appliance service technician provincial apprenticeship committee, started in the trade in 1965. Like John, Howard hopes to see more people enter the trade. "The appliance service technician trade has a great future because there are many opportunities for new people to get started."

For more information about apprenticeship in the appliance service technician trade, contact your nearest apprenticeship and industry training office or visit www.tradesecrets.gov.ab.ca



PROUD TO BE CERTIFIED

Spotlight on ...Brenda McWilliams, certified auto body technician

Brenda McWilliams was looking for more than a job when her son started school in the mid-90s – she wanted a career. She was mechanically-inclined and loved cars, so with some advice from her family, she applied for a job at a nearby auto body shop. And, she's very happy she did.



"The female owner of the body shop was thrilled to train a female apprentice, and I was excited to have a challenging career and to be able work in an environment where people were allowed to be creative," said Brenda, a certified auto body technician with a red seal.

After more than a decade in the industry, including a number of years in sales, Brenda took on her current position as an account manager with Acklands Grainger in Edmonton. "I enjoy my job very much because I'm a people-person. I work closely with my customers and co-workers every day. I develop relationships with customers, learn about their business, and provide them with the products and services they need on a regular basis. It takes organization and time management to make it work but it's a very rewarding career," she said.

Brenda is proud to call herself a certified journeyperson and is hopeful that more women will explore the many opportunities that are available once a Journeyman Certificate is achieved. "I'm not sure why some women overlook the trades when choosing a career," she said. "The trades offer many opportunities and a unique environment where you earn while you learn. Then, after you've fulfilled the requirements of your chosen trade, you become a certified journeyperson, which increases your chance of a higher wage. In my case, my hands-on experience in a trade transitioned me into a sales job in the industry I trained in. There are many other routes I could have chosen as well."

UPCOMING PROVINCIAL APPRENTICESHIP OR OCCUPATIONAL COMMITTEE OR PROVISIONAL COMMITTEE MEETINGS

CONTACT THE SECRETARY FOR MORE INFORMATION.
SEE "NEWS FROM THE TRADES" FOR CONTACT NAMES.

TRADE/ OCCUPATION	DATE (SUBJECT TO CHANGE)
Meat Cutters Provisional Committee	January 9
Electric Motor Systems Technician	January 10
Roofer	January 15
Auto Body Technician	January 17
Outdoor Power Equipment Technician	January 28
Landscape Gardener	March 18
Crane and Hoisting Equipment Operator	April 23
Water Well Driller	May 14
Communication Technician	June 3

MEET YOUR BOARD MEMBERS

Spotlight On... Al Petersen



The Alberta Apprenticeship and Industry Training Board promotes quality and excellence in Alberta's workforce by encouraging the continued growth of designated trades and occupations based on industry standards.

Allen (Al) Petersen joined the board in June 2007 from the transportation (automotives) sector. He opened his first automotive dealership with his father in Dartmouth, Nova Scotia in 1976. Seven years later, they sold the business and moved to Alberta where they purchased a dealership in Sherwood Park. Today, Al is the president and owner of Petersen Pontiac Buick GMC (Alta) Inc. in Sherwood Park and Beaverhill GMC in Tofield.

A strong supporter of Alberta's apprenticeship and industry training system, Al currently employs more than 20 certified journeypeople and seven apprentices in the automotive service technician and parts technician trades. His role on the board is to represent employers in designated trades.

Al is pleased to have the opportunity to sit on the board. "Being part of the Alberta Apprenticeship and Industry Training Board is a great honour and I look forward to encouraging more people to see the trades as a great direction to go and to doing my part to help them get there."

WE NEED YOUR INPUT!

REGARDING THE CATHODIC PROTECTION INDUSTRY

Your input is required to define and identify the cathodic protection industry in Alberta.

The cathodic protection industry in Alberta has applied to have cathodic protection technician designated as an occupation. Cathodic protection prevents the corrosion of metals by passing an electric current through an electrolyte to the metal surface. It is used by a variety of other industries to protect equipment and structures such as waterlines, bridges, elevators and pipelines.

Input is required to define and identify the employers and employees who are involved in the installation, commissioning, monitoring, evaluating, maintaining, repairing or assistance in the designing of cathodic protection systems. If you are an employer or employee performing one of these tasks, you are invited to contact Banister Research and Consulting Inc. to participate in a short interview.

CONTACT

Banister Research & Consulting Inc.

780-447-9017

Toll-free message line to book an appointment for a callback – 1-866-451-4441
research@banister.ab.ca

TO COMPLETE THE SURVEY ON THE CONFIDENTIAL WEBSITE VISIT

EMPLOYERS

<http://survey.banisterresearch.com/cathodicemployer/>

EMPLOYEES

<http://survey.banisterresearch.com/cathodicemployee/>

Thank you for your participation.

THERE ARE APPRENTICESHIP AND INDUSTRY TRAINING OFFICES IN THE FOLLOWING LOCATIONS:

Bonnyville
New Park Place, Box 8115
5201 – 44 Street
Bonnyville, AB T9N 2J4
Tel: (780) 826-6142
Fax: (780) 826-1904

Calgary
3rd floor, Willow Park Centre
10325 Bonaventure Drive S.E.
Calgary, AB T2J 7E4
Tel: (403) 297-6457
Fax: (403) 297-3799

Edmonton
7th Floor, South Tower
Capital Health Centre
10030 – 107 Street
Edmonton, AB T5J 4X7
Tel: (780) 427-8517
Fax: (780) 422-3734

Fort McMurray
7th Floor, Provincial Building
9915 Franklin Avenue
Fort McMurray, AB T9H 2K4
Tel: (780) 743-7150
Fax: (780) 743-7492

Grande Prairie
Suite 100, Towne Centre Mall
9845 – 99 Avenue
Grande Prairie, AB T8V 0R3
Tel: (780) 538-5240
Fax: (780) 538-5237

Hinton
568 Carmichael Lane
Hinton, AB T7V 1S8
Tel: (780) 865-8293
Fax: (780) 865-8269

Lethbridge
Room 280, Provincial Building
200 – 5th Avenue South
Lethbridge, AB T1J 4C7
Tel: (403) 381-5380
Fax: (403) 381-5795

Medicine Hat
104 Provincial Building
346 – 3rd Street SE
Medicine Hat, AB T1A 0G7
Tel: (403) 529-3580
Fax: (403) 529-3564

Peace River
9715 – 100 Street
Peace River, AB T8S 1T4
Tel: (780) 624-6529
Fax: (780) 624-6476

Red Deer
3rd Floor, First Red Deer Place
4911 – 51 Street
Red Deer, AB T4N 6V4
Tel: (403) 340-5151
Fax: (403) 340-5153

Slave Lake
Box 787
3rd Floor, Lakeland Centre
101 Main Street SE
Slave Lake, AB T0G 2A0
Tel: (780) 849-7228
Fax: (780) 849-7121

Vermilion
Box 26, Provincial Building
4701 – 52 Street
Vermilion, AB T9X 1J9
Tel: (780) 853-8150
Fax: (780) 853-8203

NEWS FROM THE TRADES AND DESIGNATED OCCUPATIONS

Alberta's apprenticeship and industry training system relies on the commitment and involvement of the members of the Alberta Apprenticeship and Industry Training Board and a network of industry committees. These committees include provincial apprenticeship committees, local apprenticeship committees, occupational committees and provisional committees. The board and the committees are made up of equal numbers of people who represent employers and employees. The committees' primary responsibility is to recommend to the board the standards and requirements for training and certification in Alberta's designated trades and occupations.

Each trade, occupation and emerging trade or occupation listed below has information that may be of interest to you or someone you know. If your trade or occupation is missing, look for future issues of Apprenticeship Update. We'll report what's current as the committees provide their news.

Presiding officers (PO) and committee secretaries (Sec) for the committees are identified in the listings below. The contact number for all committee secretaries is (780) 427-4601.

CURRENT TRADES AND OCCUPATIONS

AGRICULTURAL EQUIPMENT TECHNICIAN

Presiding Officer (PO)
Shawn Zorn
Secretary (Sec) Murray Stratton
The committee is seeking employee members from rural and smaller centres across Alberta. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

AUTO BODY TECHNICIAN

PO Paul Kwasnicki
Sec Murray Stratton
Paul Kwasnicki recently replaced Brent Hemstreet as presiding officer of the PAC. Paul was an employee representative on the PAC for more than four years. The PAC will be holding a regular meeting on January 17, 2008 in Edmonton. The PAC needs employee representatives, particularly from rural Alberta. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

BAKER

PO Vacant
Sec Rob Killips
The PAC has been providing input into a new National Occupational Analysis for the baker trade. In addition, the PAC is currently reviewing the course outline and is consulting with the training providers. Suggestions for course outline revisions can be forwarded to the committee secretary. PAC members are required for this trade. If you are a journeyman or an employer and you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or your nearest apprenticeship and industry training office.

BOILERMAKER

PO Curtis Booth
Sec Barry Yerec
The committee has openings for employee members. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade,

contact the secretary or the nearest apprenticeship and industry training office.

CABINETMAKER

PO Vacant
Sec Anthony Lovell
Scott Crews has resigned from the PAC as presiding officer to look after his new business. Members of the PAC wish him all the best. The Individual Learning Modules are well on their way to completion, and the course outline is being revised to reflect current training needs that industry requires for its new skilled workforce. For information, contact the secretary.

CARPENTER

PO Barrie Regan
Sec Ed Dohel
The carpenter trade reached a milestone on October 31, 2007. There are now more than 5000 registered apprentices in the carpenter trade in Alberta. Due to demand for technical training seats, three new training providers, Northern Lakes College – Slave Lake, Olds College – Olds and Portage College – Lac La Biche have been contracted to provide carpenter apprenticeship technical training. There are now 11 colleges and institutes that deliver technical training for the carpenter trade. Visit www.tradesecrets.gov.ab.ca to find classes in this trade.

COMMUNICATION TECHNICIAN

PO Dean Gibson
Sec Ken Nelson
The provincial committee has developed an implementation plan for its proposed course outline, and has recommended it to the board for approval. The communication technician committee is looking for new members. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

CONCRETE FINISHER

PO Brad Shandro
Sec Ed Dohel
The concrete finisher PAC has updated the course outline to correspond with current

industry requirements. Technical training for the concrete finisher trade is delivered by SAIT in both Edmonton and Calgary. For the 2007-08 school term, two classes have been scheduled at SAIT's Mayland Heights Campus (2015 Centre Avenue N.E.). The first period of training is scheduled for January 7 to February 1, 2008 and the 2nd period is from February 4-29, 2008. Increased industry support is required for ongoing classes. Apprentices are encouraged to register early for these classes to ensure that the classes occur. Visit www.tradesecrets.gov.ab.ca to find available classes in this trade.

CONSTRUCTION CRAFT LABOURER (DESIGNATED OCCUPATION)

PO Roger Dooson
Sec Ed Braun
In late 2006, the Canadian Council of Directors of Apprenticeship (CCDA) approved red seal designation for the construction craft worker occupation. Product development for a National Occupation Analysis (NOA) will occur in February 2008 followed by development of an Interprovincial Standards (Red Seal) examination at a later date. For more information, contact the secretary.

ELECTRIC MOTOR SYSTEMS TECHNICIAN

PO Dwayne Graham
Sec Ken Nelson
A small but significant change has taken place with this trade: The name has been changed to "electric motor systems technician". The change from "electrical" to "electric" was made to harmonize with the interprovincial name and to firm up the description of the trade.

A provincial committee meeting is expected to take place in January 2008. The electric motor systems technician committee is looking for new members. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

ELECTRICIAN

PO Abe Reimer
Sec Brian Flanagan
The Alberta Apprenticeship and Industry Training Board approved a new course outline for the electrician trade on June 22 and its implementation is scheduled for January 1, 2008. Individual Learning Modules are being updated and are also targeted for implementation in the new year. New topics for committee discussion include analog PLCs, cathodic protection, and the rearrangement of some scheduled training. For further information, contact the secretary.

FLOORCOVERING INSTALLER

PO Jo-Anne Teed
Sec Darrell Mottershead
Technical training seats are still available for 1st and 2nd periods. Go to www.tradesecrets.gov.ab.ca for information on how to enrol. The PAC has recently conducted a peer review of different versions of the new Interprovincial Standards (Red Seal) Program examinations. The peer review ensures that the examinations meet the standards of industry and are of the highest quality. The new examinations should be released for use in early 2008. For information, contact the secretary.

GAS UTILITY OPERATOR (DESIGNATED OCCUPATION)

PO Vacant
Sec Keith Crowell
Members are required for this committee. If you are an employer or employee in the gas utility operator occupation and you are interested in being a member of the occupational training committee and contributing to the further development of the occupation, contact the secretary or the nearest apprenticeship and industry training office.

GASFITTER

PO John Rutherford
Sec Keith Crowell
There are a number of issues coming to the PAC over the next few months, including the recognition of Alberta's gasfitters in BC, course outline review and the analysis of gasfitting content within other trades in Alberta. The committee is in urgent need of employee members in all areas of the

MORE INFO:

Do you have questions about apprenticeship and industry training or any of the trades and occupations? Call 310-0000 toll-free anywhere in Alberta and enter the local number of the apprenticeship and industry training office you would like to reach.

INSULATOR

PO Reginald Gravelle
Sec Rob Killips
A new National Occupational Analysis for the trade has been released and a new course outline was fully implemented in September 2007. Changes to the course outline included removing the duplication of training between periods. For more information, contact the secretary.

IRONWORKER

PO Rob Calver
Sec Barry Yerec
The PAC anticipates that the Interprovincial Standard (Red Seal) exams for the new branches of the trade will be released in the new year. The committee has immediate openings for one employee and one employer member. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

LANDSCAPE GARDENER

PO Diane Di Santo
Sec Ken Nelson
A committee meeting is expected to take place in March 2008. In the meantime, a subcommittee is working hard on revisions and updates to the course outline, which are expected to be completed by February 2008. The provincial committee is currently looking for new members. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

LATHER-INTERIOR SYSTEMS MECHANIC

PO Darryl Wiebe
Sec Rob Killips
The PAC has been providing input into a new National Occupational Analysis for the lather-ISM trade. The committee is also reviewing the course outline and is consulting with the training providers. Please forward any suggestions for course outline revisions to the secretary.

For more information, contact the secretary.

LOCKSMITH

PO Philip Meagher
Sec Ed Dohel
The course outline review and updating of provincial exams will be addressed in 2008. There is a shortage of apprentices attending locksmith technical training. The continuation of technical training in the locksmith trade depends on industry's support of the program. Visit www.tradesecrets.gov.ab.ca to find available classes in this trade. If you have someone working for you who could be signed up as an apprentice, should be attending technical training, or you wish to be an apprentice, please contact the nearest apprenticeship and industry training office for an application/contact.

MACHINIST

PO Graham Peterson
Sec A. J. (Tony) Lovell
The PAC is gathering information about computer numeric control (CNC) machining. The tool and die maker trade has requested a meeting to explore the option of becoming a branch of the machinist trade. For more information, contact the secretary.

MILLWRIGHT

PO Grant Becker
Sec A.J. (Tony) Lovell
The provincial committee is analyzing the skill overlap and impact of the proposed designation of natural gas compression technician as an optional certification trade. The committee will make its recommendations to the Alberta Apprenticeship and Industry Training Board on these issues shortly. Members have elected Serge Cote as the new presiding officer, who will take over from Grant Becker in spring 2008. The PAC thanks Grant Becker for all his dedicated work in the millwright trade. For further information, contact the secretary.

MOTORCYCLE MECHANIC

PO Donald Fergin
Sec Murray Stratton
Committee members recently chose a new presiding officer to replace Don Fergin, whose term expired in November 2007. Mike Larson, a Calgary area shop owner, will be the new presiding officer. Mike has served previously on the PAC for five years as an employer representative. For more information, contact the secretary.

OUTDOOR POWER EQUIPMENT TECHNICIAN

PO Ed Williamson
Sec Erik Schmidt
Outdoor power equipment technician has four branches: marine equipment, power equipment, recreation equipment and turf equipment. The training for all four branches is common for the first three periods, but for the final period of training, marine is combined with recreation, and power is combined with turf. The outdoor power equipment technician trade

held its first 4th period class in the 2006-07 school year (January-February 07). This class was in marine/recreation period training. A power/turf 4th period class will be held when demand is sufficient. For further information, contact the secretary.

PAINTER AND DECORATOR

PO Ken Carriere
Sec Ed Braun
The PAC held two subcommittee meetings in 2007 to establish a new course outline. The outline has been updated to align with the ILM structure of presenting trade competencies in outcome statements that are supported by objectives. It's been forwarded to the local committees and technical training providers for their recommendations. For information, contact the secretary.

PARTS TECHNICIAN

PO Morgan Rockenbach
Sec Ed Braun
At their respective meetings on November 6, 2006, the parts technician provincial committee and the warehousing occupational committee recommended a merger of the trade and occupation. In December 2006, the board approved the merger, in principle. The PAC has been expanded to incorporate the existing parts technician committee members and warehousing occupational committee members. It now consists of 14 members and a presiding officer. The PAC held five subcommittee meetings in 2007, focusing on the development of a trade regulation and new course outline to address the merger. It is expected that parts technician local committees and technical training providers will review and provide recommendations on the completed draft course outline in January/February 2008. Board approval is expected in May/June 2008. The 1st period of technical training for the new program is projected to be online for September 2008, followed by 2nd period in September 2009 and 3rd period in September 2010. A transition plan will be communicated to all apprentices and trainees and their employers once details are available. For further information, contact the secretary.

PLUMBER

PO Verne Cornwell
Sec Keith Crowell
The provincial committee has a new presiding officer, Verne Cornwell, who has been a member of the PAC for a number of years. The committee needs both employee and employer members in all areas of the province. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

REFRIGERATION AND AIR CONDITIONING MECHANIC

PO William A. (Art) McMullen
Sec Ed Braun
The PAC has held nine subcommittee meetings since March 2006, with work focussing on exam updates and item bank maintenance. At a recent all-day meeting in November, the committee discussed Department of National Defence accreditation and strategies for examination updates. For more information, contact the secretary.

RIG TECHNICIAN

PO Bruce Jones
Sec Erik Schmidt
Third-period rig technician training was held for the first time this year. Apprentices who graduated from the class are the first rig technician apprentices to graduate from the apprenticeship program. Rig technician was launched as a trade in 2005. NAIT had a ceremony to mark this momentous occasion. The trade will have completed its launch and be fully implemented in June 2008. There are more than 3,000 apprentices and 1,500 journeypeople certified through the qualification program. This means there are enough journeypeople and apprentices to enable industry to be fully compliant with the compulsory certification requirements in June. For more information, contact the secretary.

SAWFILER

PO Dave Adams
Sec Erik Schmidt
The provincial committee held its first meeting in several years in January 2007. Sawfiler technical training for apprentices is offered at the British Columbia Institute of Technology (BCIT) which makes the role of the PAC a challenge. BCIT and BC industry are active participants on the PAC. Forestry has always been an important Canadian industry, and the sawfiler trade, although small in numbers, is important to keeping the industry sharp. For further information, contact the secretary.

SPRINKLER SYSTEMS INSTALLER

PO Shauna Vollmer
Sec Keith Crowell
The PAC has a new presiding officer, Shauna Vollmer, who has been a member of the committee for a number of years. Course outline review and the development of individual Learning Modules (ILMs) for the sprinkler systems installer trade will be addressed in 2008. The PAC urgently needs both employee and employer members in all areas of the province. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

STEAMFITTER-PIPEFITTER

PO Laury Yakemchuk
Sec Keith Crowell
The review and updating of course outlines will be addressed in 2008. The provincial committee needs employee members in all areas of the

province. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

STEEL DETAILER (DESIGNATED OCCUPATION)

PO Jim Kanerva
Sec Erik Schmidt
Industry is responsible for training for all three levels of the steel detailer occupation. Formal training is now available through the Alberta Chapter of the National Institute of Steel Detailing (NISD). For additional information, contact the secretary.

STRUCTURAL STEEL AND PLATE FITTER

PO Don Oborowsky
Sec Barry Yerec
The PAC has immediate openings for three employer members and one employee member. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

TILESETTER

PO Tony Novello
Sec Ed Dohel
The provincial committee has a new presiding officer, Tony Novello, who has been a member of the PAC for a number of years. In addition, a new course outline was implemented in September 2007 to better meet the

needs of industry. A new Interprovincial (Red Seal) Standards examination for the tilesetter trade is available, and certified journeypeople are encouraged to challenge the exam to obtain their red seal.

Technical training for the tilesetter trade is delivered by SAIT, in both Edmonton and Calgary. Increased industry support is required for ongoing classes. For the 2007-08 school term, 2nd period training is offered from April 21 to June 13 at SAIT's satellite campus in Edmonton (17868 - 106 Avenue).

If you are interested in representing your trade, being part of the Alberta apprenticeship and industry training decision making process, helping Alberta workers gain certification, mobility and flexibility through apprenticeship training, and lending your expertise and enthusiasm to your trade, you can apply to become a member of the PAC. Please contact the secretary or the nearest apprenticeship and industry training office.

TOOL AND DIE MAKER

PO Clinton Stern
Sec A.J. (Tony) Lovell
The PAC gives special thanks to Peter Hermann for being the presiding officer for the past six years. With the low numbers of apprentices in the trade and the inability to fill the vacancies on the PAC, the PAC is pursuing the possibility of becoming a branch of the machinist trade. For additional information, contact the secretary.

EMERGING TRADES AND OCCUPATIONS

CATHODIC PROTECTION PROVISIONAL COMMITTEE

PO Serge Larocque
Sec Darrell Mottershead
Banister Research and Consulting Inc. is doing research to identify the cathodic protection industry in Alberta. Any employers or employees who: install, commission, monitor, evaluate, maintain, repair or assist in the design of cathodic protection systems are asked to participate in the research by answering a short questionnaire. Please contact Banister Research and Consulting Inc. at 780-447-9017.

To complete the questionnaire online, visit:
EMPLOYERS: <http://survey.banisterresearch.com/cathodicemployer/>
EMPLOYEES: <http://survey.banisterresearch.com/cathodicemployee/>

ELECTROLOGIST PROVISIONAL COMMITTEE

PO Florence Pombert
Sec Darrell Mottershead
The provisional committee is concentrating on industry support. At a recent meeting of the Electrolysis Society of Alberta, members voted to support the designation of electrologist as a designated occupation. The industry committee is reviewing a proposed certification model and is consulting with the hairstylist industry on overlapping skills. For more information, contact the secretary.

FIELD HEAT TREATMENT TECHNICIAN PROVISIONAL COMMITTEE

PO Ken MacAulay
Sec Erik Schmidt
The application for designation of field heat treatment

technician as an occupation has been recommended to the Minister of Advanced Education and Technology by the board. Field heat treatment technicians apply heat treatment in the field, primarily to welded joints such as pipelines, process plants and power plants at industrial sites. Heat treatment relieves the stresses that can be created during welding. Technicians may do other types of heat treatment and the job may involve travelling to sites with mobile equipment. For additional information, contact the secretary.

INDUSTRIAL CONSTRUCTION CREW SUPERVISOR PROVISIONAL COMMITTEE

PO Ron Cherlet
Sec Erik Schmidt
The industrial construction crew supervisor is the first-line supervisor or foreman of a crew of skilled workers on an industrial construction site. A foreman may be a 'working foreman'. The committee has nearly completed its application for designation as an occupation and hopes to bring it to the board for approval in 2008. For more information, contact the secretary.

MEAT CUTTER PROVISIONAL COMMITTEE

PO John Markwart
Sec Erik Schmidt
The application for designation of meat cutter as an optional certification trade has been recommended to the Minister of Advanced Education and Technology by the board. The meat cutter trade will cover production, retail and value added meat products such as sausage making. The department is working on implementation strategies. For additional information, contact the secretary.

WATER WELL DRILLER

PO Gerrit Snyder
Sec Ken Nelson
A committee meeting is expected to take place in May 2008. In the meantime, a subcommittee is examining the Trade, Investment and Labour Mobility Agreement to determine ways of improving labour mobility for this trade between British Columbia and Alberta.

The water well driller PAC is looking for new members. If you are interested in applying to be a member of the committee and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

WELDER

PO Ivan Furber
Sec Barry Yerec
The wire process operator branch of the trade has been added to the welder designation, and technical training is offered at Red Deer College. To make this branch successful, it is critical for employers and apprentices in this industry to support technical training. The PAC has immediate openings for two employer members. If you are interested in applying to be a member of the PAC and contributing to the further development of your trade, contact the secretary or the nearest apprenticeship and industry training office.

NATURAL GAS COMPRESSION TECHNICIAN PROVISIONAL COMMITTEE

PO Ralph Hartman
Sec Darrell Mottershead
A number of PACs are still consulting about concerns of overlapping skills with the proposed natural gas compression technician occupation. Results of these consultations will be included in the application for designation package that will be brought to the board for recommendation to the Minister of Advanced Education and Technology.

RAILWAY CAR TECHNICIAN PROVISIONAL COMMITTEE

PO Paul Soetemann
Sec Darrell Mottershead
The provisional committee is making progress on its application for designation of railway car technician as an optional certification trade. The committee is consulting with the welder and structural steel and plate fitter provincial committees on overlapping skills. For more information, contact the secretary.

RESIDENTIAL CONSTRUCTION SITE SUPERVISOR PROVISIONAL COMMITTEE

PO Dennis Little
Sec Erik Schmidt
Residential construction site supervisors are the managers of residential sites - residential new construction under four stories. They are site managers, rather than crew managers. Site supervisors liaise with customers, contractors, and others to facilitate the building of residences. The provisional committee will be working with the secretary to complete its application for submission to the board. For additional information, contact the secretary.

APPRENTICESHIP UPDATE IS DISTRIBUTED BY THE ALBERTA APPRENTICESHIP AND INDUSTRY TRAINING BOARD IN RESPONSE TO REQUESTS BY MANY FOR MORE INFORMATION ABOUT ALBERTA'S APPRENTICESHIP PROGRAM. CIRCULATION IS NEARLY 90,000. LET US KNOW WHAT YOU THINK.

GOT A STORY IDEA?

Do you know an apprentice or journeyman with an interesting story to tell? How about an employer who is a strong promoter of our apprenticeship system? Send your story ideas to: aitinfo@gov.ab.ca, Attention: Editor, Apprenticeship Update.

WRITE: Update, Alberta Apprenticeship and Industry Training
10th floor, Commerce Place, 10155 - 102 Street
Edmonton, Alberta T5J 4L5

FAX: (780) 422-7376
E-MAIL: aitinfo@gov.ab.ca

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